Our pledge to drive the sustainable industries of the future

We are pleased to formalize the first of our sustainability ambitions and specific goals. Created this three-pillar approach as a foundation for setting robust sustainability targets. Specifically, we commit to:

- Environmental stewardship across our operations
- Advancing women in technology
- Advancing workers of all abilities

In line with our commitment to DEI and our belief in an inclusive culture, we're pleased to announce our Inclusive Culture charter. By 2030, we will hire 50% women, hold 40% management roles by women, and have 30% leadership roles filled by women. We are also focused on strengthening our resilience and mitigating risks as part of our commitment to exemplifying the highest standards. We aspire to lead by example on how we measure and reduce our environmental impact in line with the SBTi's target-setting criteria, reducing emissions by 2030.

Footprint

Our Operational Footprint

- Reduce Scope 1 emissions by 16% in the coming years
- Reduce Scope 2 emissions by 16% in the coming years
- Reduce net Scope 1 and 2 emissions by 2030

Our Inclusive Culture

- Progress on our Inclusive Culture charter
- Achieve net-zero emissions across our operations (Scopes 1 and 2*)
- Achieve net-zero emissions across our operations (Scopes 1 and 2*)

Our Technology Handprint

- Technology Handprint
- Sustainably and efficiently manage our water footprint
- Develop new technologies to improve efficiency
- Enhance our employees' experience

We are continuing to formalize our sustainability ambitions and specific goals. We are working to indicate climate leadership.

For more information, please visit www.aveva.com/sustainability.